



**MINUTES**  
**of the meeting of the**  
**BOARD OF TRUSTEES of JOHN ADAMS ACADEMY, CALIFORNIA**  
**March 12, 2026**

The Board of Trustees of John Adams Academy held a meeting on March 12, 2026, at 4:00 p.m. at 5 Sierra Gate Plaza, Roseville, CA 95747

**I. PRELIMINARY**

**(A) CALL TO ORDER, (B) PLEDGE OF ALLEGIANCE, AND (C) ROLL CALL**

The meeting was called to order by Chairman Dean Forman at 4:01 p.m. Members present were Dean Forman, Roy Braatz, Kevin Brandon, Jean Pagnone (at 4:02 p.m.), and Erin McCoy (at 4:03 p.m.).

**II. PUBLIC COMMENT**

There were no public comments on the closed session items.

**III. CLOSED SESSION AGENDA**

The Board adjourned to the closed session at 4:02 p.m. to discuss items per the titles and codes referenced on the agenda.

- A. **Conference with Legal Counsel – Existing Litigation [Gov. Code § 54956.9(d)(1)]** (1 Matters)
  - 1. JAA vs. Jody Buda
- B. **Real Property Negotiation [Gov. Code § 54956.8]**
  - 1. 5 Sierra Gate Plaza Suite 150, Roseville CA
  - 2. 13 Sierra Gate Plaza, Roseville CAAgency Negotiator: Dean Forman

**IV. RETURN TO OPEN SESSION AND REPORT OUT OF CLOSED SESSION**

Chairman Forman reported that no action was taken in closed session.

**V. PRELIMINARY**

**(A) CALL MEETING TO ORDER, (B) PLEDGE OF ALLEGIANCE, AND (C) ROLL CALL**

Open Session was called to order by Chairman Forman at 5:01 p.m. The Pledge of Allegiance was recited. Board members present were Dean Forman, Kevin Brandon, Roy Braatz, Erin McCoy and Jean Pagnone.

Also present were Superintendent Dr. Troy Henke, Deputy Superintendents Emily Devers and Bob Bilings, and Academics representatives Travis Keys, Brooke Johnson, Karen Hansen, and Brandi Reinert.

## **VI. PUBLIC COMMENT**

### **A. ORAL COMMUNICATIONS**

There were several public comments non-agenda items.

Scholars Matthew M., Sangram T., Oskar T., and Cooper E., each spoke about some of their favorite subjects or field trips of John Adams Academy. Tamra Braatz, parent of 6 scholars - 4 of whom had graduated from JAA - shared how grateful she was for the Academy, the classical foundation, and the engagement of teachers across all subjects.

## **VII. COMMUNICATIONS**

### **A. THOUGHT OF THE DAY**

Member Pagnone recited the West Point cadet's prayer, highlighting "make us to choose the harder right instead of the easier wrong." Pagnone emphasized cultivating greatness starting within individuals and the home, reminding that every action is observed and emulated, urging choice of the harder right.

### **B. BOARD ANNOUNCEMENTS**

#### **1. RECOGNITION OF TRICIA NIELSEN FOR HER YEARS OF SERVICE AS BOARD TRUSTEE**

Chairman Forman honored Ms. Tricia Nielsen for her 14 years of service, highlighting her initiation of a parent service meeting that led to her Board invitation. He commended her grace in leadership and service. She received gifts including flowers, a watch symbolizing time's unchanging nature and truth, and the John Adams Academy honor coin, which honors those exemplifying virtue and character. Ms. Nielsen, in her farewell, stressed the impact of abundance mentality, asserting that it fosters greatness through hard work and urged everyone to internalize its meaning.

### **C. PSO UPDATE**

Chairman Forman noted the PSO update and expressed appreciation for reading about all the good activities happening across the various campuses and thanked parents for living the ideal of doing something greater than self.

### **D. SCHOLAR BODY PRESIDENT REPORT**

El Dorado Hills Scholar Body Vice President Luciano A. shared they worked with the athletic director's team and distributed themed t-shirts and made announcements for events which increased energy and attendance.

El Dorado Hills Scholar Body President Colton M., shared a presentation which highlighted various events that demonstrated their main goal when running for office, which was building a stronger community at their campus:

Barbecue Blitz, Game Day and Dance Weekend, Middle School Dances, with Upcoming Events: Scholar Olympics; outdoor movie night for both elementary and secondary; variety show; and an end-of-year "Party in the USA" dance commemorating the 250th anniversary of American independence.

Colton thanked Principal Cammarota and noted that none of the events would be possible without her leadership. Chairman Forman praised their efforts and visionary thinking in involving middle school scholars, calling it an example of abundance mentality.

## **E. FACILITIES UPDATE**

Mr. Travis Keys of Academica noted a potential project at Roseville Elementary to create two more classrooms, increasing capacity by 30 scholars. The principal was on board, and the team was rapidly moving forward with quotes and timing for Board review. This project was expected to cost \$250,000 but will generate \$500,000 in revenue in the first year, ensuring a fast return on investment.

Chairman Forman asked about receiving a 3-5 year facilities report for budget and planning purposes. Mr. Keys explained that while there was a 5-year project wish list, it lacks detailed timing and pricing. The budget coming in the next meeting or two will include capital expenditure expectations. Due to an expected financial turnaround, there should be money for capital projects throughout next year.

Mr. Keys noted that a comprehensive reserve study would cost approximately \$50,000 and provide a detailed 5-year outlook with scheduling. However, they are not recommending this immediately to preserve cash this year. He expects to provide a 1-year look ahead with necessary projects and some capital improvements to add revenue through increased scholar count, with a full 5-year reserve study planned for the following year.

Chairman Forman suggested bringing summer project information to the April or May meeting and potentially conducting the reserve study in July, depending on budget solidification.

## **F. LEADERSHIP UPDATES**

### **1. REVIEW OF MAP DATA**

Dr. Troy Henke shared MAP (Measures of Academic Progress) data for secondary programs, used, alongside I-Ready, to track scholar growth, identify those needing help, and predict CAASPP performance. He highlighted notable proficiency improvements at all campuses:

El Dorado Hills showed strong reading proficiency, with 86% of seventh graders and 97% of eleventh graders, and math proficiency, ranging from 81% in seventh grade to 94% in eleventh grade.

Lincoln reported exceptional results with the high school grades reaching 95-100% proficiency in reading and math.

Roseville achieved 100% reading proficiency in eleventh grade, with a notable math proficiency increase to 87% in eleventh grade.

Dr. Henke also indicated MAP projections suggest overall improved performance compared to last year. Member Pagnone inquired about the MAP's accuracy compared to CAASPP, with Henke clarifying that MAP offers national comparisons, while CAASPP focuses on California-specific standards.

Chairman Forman expressed optimism about the data and stressed the need to challenge both high-performing and struggling scholars, highlighting the importance of mentoring for all learners.

#### **G. FINANCIAL UPDATE**

Ms. Brooke Johnson of Academica provided a brief financial update, noting revenue stands at 43 million, expenses at 47 million and that they had received ADA (Average Daily Attendance) reports through February. All campuses were spending between 67-69% of their annual budgets, which aligns with expectations of being around 60-70% at this point in the year. She mentioned resolving a firewall issue that had prevented automated report distribution to principals and Board members.

### **VIII. CONSENT AGENDA**

#### **A. APPROVAL OF WARRANTS & CREDIT CARD EXPENDITURES**

#### **B. APPROVAL OF RESIGNATIONS & TERMINATIONS**

#### **C. APPROVAL OF NEW HIRES**

#### **D. APPROVAL & RATIFICATION OF CONTRACTS**

#### **E. APPROVAL OF PREVIOUS MINUTES**

1. FEBRUARY 24, 2026 REGULAR MEETING

#### **F. APPROVAL OF BOARD POLICY UPDATES**

1. BOARD POLICY ON SPECIAL EDUCATION AND PROCEDURES

#### **G. APPROVAL OF EMPLOYEE HANDBOOK UPDATE: DRESS AND PERSONAL APPEARANCE**

*MOTION: MEMBER BRAATZ MOVED TO APPROVE THE CONSENT AGENDA. MEMBER BRANDON SECONDED THE MOTION. THE MOTION CARRIED 5-0.*

### **X. DISCUSSION & ACTION AGENDA**

Chairman Forman asked to move agenda item D to the beginning out of deference to families and community members present.

*MOTION: MEMBER BRAATZ MOVED TO APPROVE MOVING ITEM D AHEAD OF ITEM A. MEMBER PAGNONE SECONDED THE MOTION. THE MOTION CARRIED 5-0.*

#### **D. DISCUSSION AND POSSIBLE ACTION TO COMBINE THE JOHN ADAMS ACADEMY – LINCOLN AND JOHN ADAMS ACADEMY – ROSEVILLE IN-PERSON HIGH SCHOOL PROGRAMS (GRADES 9–12)**

Mr. Keys provided a comprehensive presentation of the proposed consolidation. He began by thanking the community for participation in surveys, comments, and ideas submitted following the previous board meeting. He acknowledged the impressive effort parents put into researching alternatives and gathering community input.

Core Problem Identification: Mr. Keys explained that the fundamental issue was insufficient scholar enrollment rather than an expense problem. Lincoln High School had operated at a deficit for several years, requiring subsidization from the elementary program and loans from Roseville. The scholar count cannot support the necessary expenses for a quality high school program.

Root Cause Analysis: The primary issue stems from the feeder program structure. John Adams Academy's rigorous education model makes it difficult for scholars entering late in their academic career to succeed. The academy generally doesn't accept eleventh and twelfth graders, and even tenth-grade entry was challenging. This creates heavy reliance on middle school scholars, but Lincoln operates on a one-to-one feeder system (one elementary feeding one middle school feeding one high school), which creates natural attrition at each level without sufficient replacement capability.

Why High School Specifically: High schools require significantly more staff per scholar than elementary or middle schools due to single-subject credentialing requirements and the need for administrative and support teams regardless of enrollment size. Lincoln currently has 124 high school students, potentially growing to 135 next year, but this remains insufficient for financial viability.

Timing and Communication: Mr. Keys acknowledged that while financial challenges had been discussed in board meetings for years and appeared in public financial documents, explicit communication about potential closure wasn't sent to parents over the past two years. This was because administration hoped to resolve the issues and avoid the disruption that advance warning might cause to families making enrollment decisions.

Evaluation of Community Ideas: Mr. Keys addressed several community-submitted alternatives:

- Moving high school classes off-site: While this could create elementary classroom space and revenue, it doesn't solve the fundamental problem of subsidizing a non-viable high school program.
- Transportation solutions: Most involved moving classes to different facilities, which doesn't address the core issue.
- Delaying the decision: Not recommended due to timing concerns for staff job searches and family enrollment decisions at other schools.

- Fundraising campaigns: These provide only one-time solutions to an ongoing structural problem, and experience shows such campaigns rarely achieve projected goals.
- Building expansion: While a Proposition 51 grant application had been submitted for potential 50% funding of a new high school building (estimated at \$44 million total, requiring \$22 million from the school), this would require approximately 400 additional high school students to cover debt service. With current enrollment around 124-135, this was not feasible in the near term.

Future Possibilities: Mr. Keys acknowledged a proposal from parent Jared Paulson suggesting potential use of third-party facilities (such as nearby Jessup College) for temporary high school space while building middle school enrollment over approximately three years. If successful, this could eventually support a new high school building, potentially coordinated with Proposition 51 funding timelines.

Recommendation: Mr. Keys recommended consolidating Lincoln High School with the Roseville campus, which would immediately save \$2.6 million in staffing costs and allow a net increase of 70 scholars in grades K-8, creating \$1,095,000 in additional revenue. This would bring the campus to positive financial position within the first year and provide time to explore future high school options.

Public Comment:

Kendall H., a Lincoln 12th-grade scholar, expressed concerns for her underclassmen about the cultural differences between campuses, highlighting that Roseville uses more reading-based learning whereas Lincoln focuses on discussion. She suggested gradually phasing out the high school rather than closing it immediately and urged the Board not to underestimate Lincoln scholars.

Jared Paulson, a Lincoln parent, thanked staff for their detailed information and time spent discussing his proposal. He acknowledged the complexity of the situation and expressed understanding of the difficult decisions involved. He emphasized the importance of data-driven decision making in leadership. While maintaining his eternal optimist perspective, he acknowledged the extreme difficulty of finding solutions to the complex challenges presented.

Board Discussion:

Member McCoy expressed empathy for Lincoln families, commending Mr. Paulson's efforts to find solutions within the short timeframe. She questioned whether more time could be allowed for additional brainstorming. Mr. Keys responded that while additional time was possible, delays would increasingly burden both families and staff. Additionally, Dr. Henke and Roseville Principal Norman Gonzalez noted that Roseville was delaying enrollment offers to wait-listed families to accommodate potential Lincoln transfers, and further delays could harm Roseville's enrollment capacity.

Member Pagnone noted that longer delays would leave parents in limbo, potentially causing them to seek other options regardless, resulting in fewer high school scholars than if a decision were made promptly.

Member Braatz mentioned that the Board hired Academica due to inadequate financial data for management decisions. Clearer financial information made it easier to support the consolidation decision despite its impact on families.

Dr. Henke stressed that the challenges at Lincoln do not undermine the contributions of its excellent staff, scholars, culture, or educational quality. Lincoln's high school was initially expected to incur losses for 2-3 years as it built enrollment. However, growth had not met expectations. Additionally, the opening of Twelve Bridges and West Roseville High Schools had attracted some potential Lincoln scholars.

Chairman Forman recalled how El Dorado Hills campus began when two mothers approached him 13 years ago requesting a school in their area. After initially trying to dissuade them due to the difficulty involved, two years later, they returned with the necessary "intent to enroll," leading to the campus opening. Chairman Forman extended the same challenge to the Lincoln community, and emphasized that success requires adequate community support.

Regarding timing, Chairman Forman explained that administration had discussed the situation approximately one year prior, and the Board had chosen to delay the difficult decision hoping for improvement.

Chairman Forman emphasized that John Adams Academy provides a countercultural education that isn't desired by everyone, requiring visionary thinking and patience to build over time. He also mentioned Board approval of college partnership initiatives to provide dual enrollment opportunities, allowing John Adams Academy courses to earn college credit and better prepare scholars for their academic futures.

***MOTION: CHAIRMAN FORMAN MOVED TO CONSOLIDATE THE LINCOLN HIGH SCHOOL PROGRAM AT THE ROSEVILLE CAMPUS EFFECTIVE WITH THE 2026-27 SCHOOL YEAR. MEMBER PAGNONE SECONDED THE MOTION. THE MOTION PASSED UNANIMOUSLY BY ROLL CALL VOTE.***

**A. DISCUSSION AND APPROVAL OF ENRICHMENT PROGRAMMING: (5-10 MINUTES)**

- 1. SPRING/SUMMER ARETE CHESS ACADEMY™**
- 2. MILES OF BATTLES – JAA**
- 3. SUMMER ORCHESTRA CAMP - PCYO**
- 4. SUMMER BAND CAMP – SPIRIT OF '76 PARADE – JAA**
- 5. SUMMER VAPA CAMP - ROCKLIN ACADEMY**
- 6. THE RED CROSS SOCIETY**

Dr. Henke briefly reviewed the first 5 items, while El Dorado Hills Principal Zeta Cammarota read the Red Cross Society proposal on behalf of scholar Ms. Sofia Savenko, explaining that it would serve as an affiliated chapter of the American Red

Cross. She outlined the organization's five lines of service: disaster relief, blood delivery, training, support for military families, and international service. The youth chapter would provide scholars with life-saving skills training, leadership development opportunities, and mission-related community service projects which aligns with John Adams Academy's core values and would provide valuable experience for scholars.

***MOTION: MEMBER PAGNONE MOVED TO APPROVE THE CHESS ACADEMY, MILES OF BATTLES, SUMMER ORCHESTRA CAMP, SUMMER BAND CAMP, SUMMER VAPA CAMP AND THE RED CROSS SOCIETY. MEMBER BRANDON SECONDED THE MOTION. THE MOTION CARRIED 5-0.***

## **B. DISCUSSION AND APPROVAL OF SECONDARY ELECTIVES**

- 1. AP COMPUTER SCIENCE**
- 2. ADVANCED BAND**
- 3. RUSSIAN 4**
- 4. MOCK TRIAL**
- 5. WORLD RELIGIONS**
- 6. WORLD WAR II**

Chairman Forman highlighted budget concerns due to the low enrollment of many classes. He suggested establishing minimum enrollment requirements. Principal Cammarota responded: classes were canceled if enrollment falls short unless they're developing a program; some electives fill study hall without needing more teachers; smaller classes combine levels to maintain viability; and AP Computer Science is popular, with about 20 students. Dr. Henke said electives rotate to manage resources and were offered less frequently if needed.

Mr. Paulson advocated for AP Computer Science because of AI's impact, reinforcing the need for leaders skilled in directing AI responsibly and highlighting classical education's role in ethical decision-making.

***MOTION: MEMBER BRAATZ MOVED TO APPROVE THE SECONDARY ELECTIVES AS PRESENTED. MEMBER BRANDON SECONDED THE MOTION. THE MOTION CARRIED 5-0.***

## **C. DISCUSSION AND APPROVAL OF THE 2025-26 SECOND INTERIM BUDGETS – ALL CAMPUSES**

Ms. Johnson explained that the second interim budget is a state requirement covering July through January 31st. The budgets were updated based on actual ADA and expenses, which were tracking as expected. Revenue updates showed El Dorado Hills up by \$59,000, Lincoln down by \$132,000, and Roseville up by \$90,000. For the remaining six months, projections showed the organization would be approximately \$1 million ahead of budget.

***MOTION: MEMBER PAGNONE MOVED TO APPROVE THE 2025-26 SECOND INTERIM BUDGETS FOR ALL CAMPUSES. MEMBER BRAATZ SECONDED THE MOTION. THE MOTION CARRIED 5-0 BY ROLL CALL VOTE.***

**XI. BOARD INITIATED BUSINESS**

Chairman Forman mentioned Ohio State scholarship opportunities for teachers which he had shared with Dr. Henke and encouraged teachers to look into them.

**XII. NEXT MEETING**

The next regular board meeting was scheduled for April 09, 2026, at 4:00 p.m.

**XIV. ADJOURNMENT**

*MOTION: MEMBER PAGNONE MOVED TO ADJOURN THE MEETING. MEMBER BRANDON SECONDED THE MOTION. THE MOTION CARRIED BY UNANIMOUS VOTE AND THE MEETING ADJOURNED AT 7:12 P.M.*







# JAACA 20260312 Board Meeting Minutes Approved

Final Audit Report

2026-04-14

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